



# Diversity, Equity, Inclusion, and Accessibility Evaluation Form

## Instructions

The DEIA competencies and criteria included in this form are meant to define the skills, knowledge, and behavior employees must demonstrate to work, teach, and lead in a diverse environment that celebrates and is inclusive of diversity.

Attach additional pages as necessary.

## Evaluee Information:

Name of Evaluee:

Location:

Job Title:

Evaluation Period:

From

To

## **1. Cultural Competency**

Reflect on your ability to acknowledge and embrace diverse cultural identities and recognize the impact of racial and social identities in creating oppression and marginalization. Discuss how your understanding of the lived experiences of culturally diverse students, employees, and communities in the District guides your contributions to student success, equity, and inclusion. Evaluate your commitment to seeking DEIA and anti-racist perspectives, and applying that knowledge to create respectful, inclusive environments that affirm diversity.

Comments:

## **2. Self Reflection, Self Assessment, and Self Improvement**

Discuss your commitment to self-assessment and continuous improvement in DEIA and anti-racism. Reflect on your understanding of racial superiority or inferiority, evaluate your awareness of your own internal biases and behaviors, and address the harm they may cause to minoritized communities. Describe your efforts and commitment to enhancing your DEIA and anti-racism knowledge, skills, and behaviors. Discuss how you have implemented DEIA and anti-racism practices in your service and assessed student outcomes and progress to address equity gaps.

Comments:

### **3. Diversity, Equity, Inclusion, and Accessibility Pedagogy and Curriculum (Faculty Only)**

Reflect on your journey to promote diversity, equity, inclusion, and accessibility and incorporate anti-racist pedagogy in your teaching practice. Explore how you have accommodated for diverse learning styles and utilized holistic assessment methods. Consider your participation in training to incorporate culturally affirming pedagogy and how it has influenced your teaching approach. Consider your role in promoting equitable access through your pedagogy and assess your ability to teach culturally affirming pedagogy. Discuss your efforts to foster an anti-racist and inclusive environment for minoritized students.

Comments:

### **4. Data**

Reflect on your use of data to identify inequitable outcomes and engage in equity-mindedness. Consider how you recognize racialized patterns in the data, policies, and practices, and use this information to inform strategies for improving equitable student outcomes and success.

Comments:

## **5. Diversity, Equity, Inclusion, and Accessibility and Mission**

Discuss your understanding of the importance and impact of DEIA and anti-racism within the context of LACCD's mission. Consider how DEIA and anti-racism align with and contribute to the greater mission of the LACCD.

Comments:

## **6. Service**

Explore your role in promoting and advancing DEIA and anti-racist goals and initiatives. Consider your involvement in committees and or activities that promote systemic and cultural change to address equity gaps and support minoritized groups. Discuss how you contribute to student life on campus and support diverse students beyond the classroom. Reflect on your incorporation of DEIA and race-conscious pedagogy or curriculum in campus activities for students, faculty, and staff. Evaluate your understanding and application of asset-based student-centered practices that recognize students' lived experiences, strengths, and capabilities, empowering them to take ownership of their learning. Discuss your development and implementation of student programs and activities that incorporate a race-conscious and intersectional lens. Evaluate your efforts to support minoritized students and create inclusive environments.

Comments:

**7. Diversity, Equity, Inclusion, and Accessibility Environment:**

Discuss your role in promoting and contributing to a diverse, inclusive, and anti-racist environment for students, colleagues, and community members.

Comments:

**8. Professional Development**

Reflect on your dedication to continuous self-growth and progress through active participation in DEIA professional development and learning opportunities. Discuss how you have provided professional development and learning opportunities for students, faculty, and or staff to advance DEIA and anti-racist strategies.

Comments:

## 9. Connected to Mission

Reflect on the connection between DEIA and anti-racist efforts and the mission of LACCD (Los Angeles Community College District) and the Vision for Success.

Comments:

## 10. Employee Interactions

**Supervisors:** Reflect on your efforts to recruit, hire, and retain diverse faculty and staff, while promoting DEIA and anti-racism. Consider how you introduce new employees to these values and expectations. Reflect on your contribution to a respectful, diverse, and equitable campus and work environment. Evaluate your engagement in supportive behaviors and attitudes that foster a positive and inclusive atmosphere. Evaluate your engagement in effective communication with diverse individuals, and inclusion of diverse perspectives. Assess your demonstration of respect, compassion, and empathy towards others.

**Faculty and Staff:** Reflect on your role in promoting a respectful, diverse, and equitable campus and work environment. Consider how you acknowledge and respect colleagues' diverse backgrounds. Evaluate your engagement in supportive behaviors and attitudes that foster a positive and inclusive atmosphere. Evaluate your engagement in effective communication with diverse individuals, and inclusion of diverse perspectives. Assess your demonstration of respect, compassion, and empathy towards others.

Comments:

**Statement Review**

This evaluation has been reviewed by me and discussed with my supervisor.

Employee Signature:

Date:

Name of Supervisor:

Supervisor Title:

Signature of Supervisor:

Name of First Reviewer:

First Reviewer Title:

Signature of First Reviewer:

Name of Second Reviewer:

Second Reviewer Title:

Signature of Second Reviewer: